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Union to survey members.

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Register now!

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# CONVOY DISPATCH



(44)

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

October 1997 #163

## '\$100,000 Club'

# The Truth About Teamster Reform

Inequality is growing in American society as the gap between those at the top and bottom widens. But is that true inside our Teamsters union? Are more officers becoming "fat cats," or is Teamster reform taking hold? Which parts of the Teamsters union have shown the most change?

A thorough study of the salaries and benefits paid to all Teamster officials yields informative results.

That study is summarized on pages 6-7 of this issue, and every Teamster should read it.

It represents a factual, objective report on the "\$100,000 Club" of Teamster officers and staff. Everyone is considered equally, whether elected or appointed, pro-Carey or pro-Hoffa, TDU or old guard, dedicated or do-nothing.

No one but TDU dares to print

the whole truth on this subject.

Teamsters will hear competing claims about who represents reform. Ron Carey claims he has cut the fat and put union resources to work for the members. James

Hoffa Junior claims that Carey has puffed up salaries to pay his friends.

With the information contained in this paper, you will be in a position to judge for yourself.

## JOIN TDU

### Billie Davenport

Local 2000, Base Rep, Northwest Airlines

### Detroit

I will be attending the TDU convention in November because this is the place to be to build a new reform union. I want to take back to my local new creative ways to mobilize our members and to get them involved. It's time for a change!

See page 12 for more information on the convention. And if you're not yet a member, join now!



### TDU MEMBERSHIP APPLICATION

Name \_\_\_\_\_ Local \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Company \_\_\_\_\_

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other \_\_\_\_\_

\_\_\_ \$35 one-year membership & subscription to *Convoy Dispatch*.

\_\_\_ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

\_\_\_ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

Check or money order

Mastercard/Visa # \_\_\_\_\_ Exp. date \_\_\_\_/\_\_\_\_/\_\_\_\_

Date \_\_\_\_\_ Signature \_\_\_\_\_

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

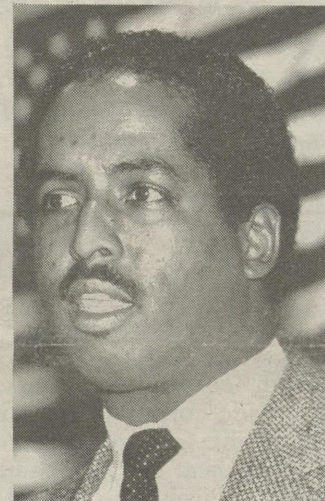
## Keep the Spirit of '97 Alive at UPS

In the aftermath of the euphoria of the UPS strike, it is especially hard to be reminded of the many ways UPS is working to undermine our strength. Their strategy now is to fuel distrust and discouragement.

During the strike it was easy to be focused. We need to do the same now by keeping our eye on the prize. What is the prize? It depends on your local and your center. Moving ahead means finding ways to building power. In better locals that may mean pushing for a real one-on-one shopfloor organizing effort. In unresponsive locals it may mean putting together a rank and file committee to work with TDU to make changes in bylaws and leadership.

We can keep the spirit of '97 alive by charting a course ahead in the coming months. The strike is over but the battle for respect at UPS continues. Let's keep at it.

—Michael Savvoir, Local 41, UPS, Kansas City



## Time To Gear Up New Campaign

As *Convoy Dispatch* goes to press, the Ron Carey and Junior Hoffa camps are gearing up for the campaign '97. It's reform vs. old guard, round three. The battle for the future of the Teamsters—and the labor movement—is on.

### In this issue:

- What do the guilty pleas by three former consultants to the Carey campaign mean for the future of our union? TDU editorial viewpoint.

Page 8

- Where do things stand with the Election Officer's proposed election plan?

Page 9

- How would Junior Hoffa handle corruption problems if he were president of the Teamsters? Get the facts.

Page 9

- The Carey Slate '97 campaign manager talks about a "member-to-member" campaign.

Page 8



# Human Rights Conference Builds Teamster Power

The spirit and energy of the 450 participants at the weekend-long Teamsters Human Rights Conference was infectious. Coming on the heels of the Teamster victory at UPS, the weekend charged members' batteries and helped add new components to the activists' tool box in the fight to build a stronger union.

## Workshop Sessions

Participants spent three intensive workshop sessions in tracks on fighting discrimination, organizing, building one-to-one campaigns, and officer training. Members were challenged to work out solutions to case studies that reflected the real life concerns and problems of life as a Teamster unionist. Participants discovered a wide range of new ideas and tactics that they pledged to take back to their local unions.

## Teamster members at UPS

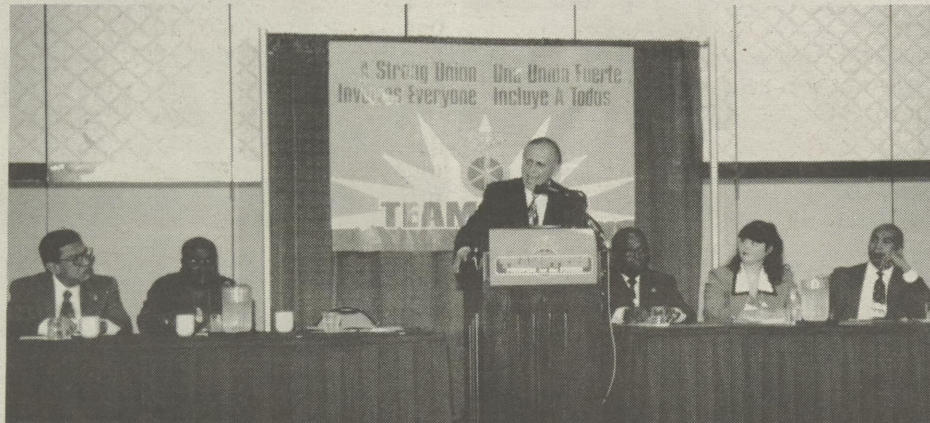
*"made corporate America listen to the people for a change. We showed that street heat can lead to barracuda defeat."*

—Rev. Jesse Jackson

The conference was highlighted by addresses from Rev. Jesse Jackson and Rev. Dr. Joseph Lowery, the retiring president of the Southern Christian Leadership Conference. Jackson praised Teamster members at UPS who "made corporate America listen to the people for a change. We showed that street heat can lead to barracuda defeat." Jackson, who walked the UPS picket line in 15 cities, urged Teamster members to turn out for an Oct. 27 march for justice in Sacramento, Calif.

Rev. Lowery brought the house down with a rousing oration that cut across a range of subjects and spoke eloquently to the differences between the fight for equality and the fight for equity. Lowery took solace at the prospect of a revitalized labor movement under the leadership of John Sweeney but reminded participants that we are only on the hymnal and have got to get all the way to the benediction.

In his Saturday morning address to



## 'You Will Never, Ever, Stop Reform of This Union'

Ron Carey joined a panel of speakers in urging members to get involved, make a difference and send a loud and clear message to those who have targeted our union for attack: "Let me tell it like it is to employers ... and their errand boys in Congress. The new strength in the Teamsters union has never been about one man. You can subpoena and you can put out rumors and you can perform for the cameras and the media — but you will never, ever, stop reform of this union."

the conference, Teamster president Ron Carey applauded President Clinton's call for a national dialogue on race and added that "in the UPS strike we started another kind of dialogue—between those at the top and the rest of us." Carey encouraged Teamster members to fight the proposed fast-track expansion of NAFTA that would further erode wages and working conditions for workers across the Americas.

## 'Fight for What's Right'

Conference Co-Chair Diana Kilmury urged participants that no matter whether they supported the red vests or the blue vests and whether we are black, brown or white, members must take what they learned from the conference and fight for what's right. That sentiment met with unanimous approval.

## MOVING?

Be sure to notify TDU of any change of address. Contact the TDU office at P.O. Box 10128, Detroit, Mich. 48210 or call us at (313) 842-2600.

## How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

**National Office:** P.O. Box 10128, Detroit, Mich., 48210 (313) 842-2600.

TDU can be contacted via e-mail at: [tdudetroit@igc.org](mailto:tdudetroit@igc.org)

or on the World Wide Web at:

<http://www.igc.org/tdu/>

**NY Office:** 500 State St., 2nd floor, Brooklyn, N.Y. 11218 (718) 624-7746.

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## TDU Launches New Spanish/English Newspaper

TDU recently launched *Adelante! On The Move!*, a new national bilingual Spanish/English publication, aimed at helping TDU activists across the country to reach out to Spanish-speaking members.

The first issue contains articles on how to win respect on the job, organizing success stories, and fighting back with grievances, as well as an interview with Teamster Human Rights Commission co-chair Sergio Lopez.

*Adelante! On The Move!* is an important tool to build TDU. The idea was developed this past February at a special TDU National Planning Meeting in Detroit. Spanish-speaking members have often been among the ranks of "forgotten Teamsters."

If you would like copies of *Adelante! On The Move!*, contact TDU's East Coast office: 500 State St., Brooklyn, N.Y. 11217 (718) 624-7746.

## TDU International Steering Committee

### Co-Chairs:

Dan Campbell, San Antonio Local 657  
Diana Kilmury, Vancouver, B.C., Local 155  
Michael Ruscigno, New York Local 802  
Michael Savoir, Kansas City, Mo., Local 41

### Organizer:

Ken Paff, Detroit

### Trustees:

Steve Bardo, Milwaukee Local 344  
Bob Blanchet, San Jose, Calif., Local 287  
Mike Turnure, Minneapolis Local 320

### Members:

Patricia Franks, Allentown, Pa., Local 773  
Gillian Furst, Minneapolis Local 1145  
Homer Lambert, Chicago Local 743  
Patrick McBride, Tacoma, Wa., Local 599  
Mike McGowan, Memphis Local 667  
Lucio Reyes, Stockton, Calif., Local 601  
Willie Smith, Columbus, Ohio Local 413

### Alternates:

Alex Adams, Cleveland Local 407  
Diane Hendricks, Springfield, Ill., Local 916  
James Jacob, Providence, R.I., Local 251

## Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1996 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

## Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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## Northern Calif. and Conn. Frito-Lay Contract Fights

# Contracts Show Need for National Coordination

In recent weeks Frito-Lay Teamsters in Northern California proved that coordination equals bargaining strength — and also showed that much more is needed to beat Frito. Connecticut Local 493 Frito-Lay members, in their contract fight, showed that a firm stand in bargaining makes a big difference but can't overcome the lack of national clout.

In August NorCal Frito Teamsters voted down, by 95 percent, a Frito contract offer that included bonus, not base increase, payments. This unity

sent bargainers back to the table and forced Frito to remove their proposal for bonuses. As a result, they won \$10 per week increases in base pay, making this the first contract in recent history to break the bonus trend.

Northern California is the only area where Frito-Lay members come under a master contract. The combined bargaining clout of members in over a dozen locals makes a difference.

But regional union clout is still not enough against multi-national employer clout. The second NorCal offer won the increase in base pay but other Frito demands — like a split workweek — stayed in. Other union demands, like moving back into union benefit funds, were unmet.

### Killingly, Conn., Members Beat Back Concessions, Ratify New Agreement

On Sept. 7, Local 493 Frito Teamsters voted by a margin of two to one in favor of a new contract. These members are primarily trailer drivers working out of the Connecticut production facility.

Frito had been demanding changes that would have resulted in cuts of up to \$7,000 yearly per member. Local 493 responded by contacting locals throughout the Northeast notifying them that picket lines could be extended to their areas if an acceptable agreement was not reached.

### First Ever National Frito-Lay Unity Meeting Nov. 22, 1997

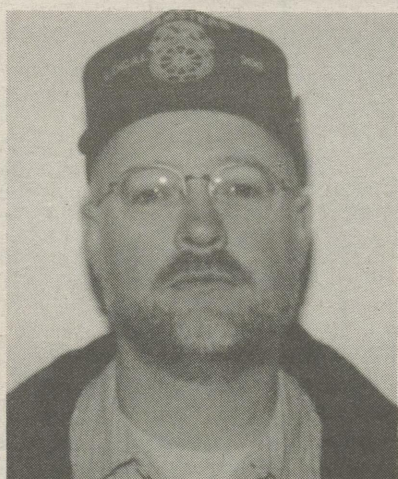
Frito-Lay Teamsters will meet at the TDU convention in November to discuss plans for building national unity. The goal of the meeting is to create a national Frito network. Frito members from all locals should plan now to send representatives to the meeting. See page 12 for more information.

This tough stand paid off: Frito backed down on all concession demands. They also agreed to some language changes — something that is, sad to say, unheard of in most Frito bargaining. Still, even a militant stand was unable to budge Frito off their bonus proposal. Increases for the three years of the tentative agreement were \$1,500/\$1,000/\$1,000, with mechanics getting three percent annual wage increases.

"We held off the givebacks," Local 493 President John Sarantopolis said after the vote, "but to really move ahead we need to control more of this company. We're not at the UPS level yet, where our union's got national control and unity. We need to organize more and work toward regional and national coordination."

With this contract round nearly over, NorCal and Connecticut Frito Teamsters are working on the National Frito-Lay Unity Petition drive, getting signatures and pushing for national coordination by our union. "The petition drive is critical," Sarantopolis told CD. "We've got to have more coordination, more information, more unity."

Copies of the petition are available from TDU.



### I'll Be There

Jim Everson  
Local 200, Roadway  
Milwaukee

*The TDU Convention is the best place I know to meet and network with other union activists. Those of us in freight need to lay the groundwork now for a successful contract campaign in March. The more we can build solidarity and active involvement within our union, and the more we can reach out and build coalitions within the communities we live in, the better our contract will be.*

## Freight Contract Campaign

In mid-September the International union assembled a team of some 20 Teamsters to work as freight contract campaign coordinators in the coming months. These coordinators are a combination of International reps, organizers and rank and filers who have been pulled off the job for the duration.

Their job will be to work with local unions and directly with members to build a united, active, informed army of freight Teamsters. Alex Adams, a road driver at Yellow Freight in Cleveland, is one of them. "This has to be a nightmare for the employers," he told us.

In October, a Contract Survey will be mailed to all freight Teamsters, and also distributed in the terminals through a rank and file network that is to be formed, with contract coordinators for locals, barns, road boards, and all classifications. That will be only the start of the program.

We urge all freight Teamsters to participate in the contract campaign. It's

not "what can the union get for us" but "what can our united solidarity get in this contract".

And the momentum we build in this contract campaign needs to be taken straight into organizing in the freight industry at Overnite and beyond.

### What You Can Do For a Good Contract

Participate in the survey and in meetings about demands. Make your voice heard on issues such as pensions, working conditions, grievance procedure, safety and job security.

- Volunteer to be involved, as a coordinator for your work group or shift, or in some other capacity.
- Plan to be at the November 21-23 TDU Rank & File Convention and National Freight Planning Meeting. Teamster Freight Director Richard Nelson will be there to update us and discuss issues.
- Contact TDU to find out more and get on our Contract Activist information network.

## Long Island Grocery Teamsters Strike Over Outsourcing

The day after Labor Day was definitely not business as usual for King Kullen supermarket on Long Island. Over 100 warehouse workers walked off their jobs in a bold protest against Kullen's announcement that they were closing the warehouse.

Kullen has jumped on the outsourcing bandwagon. In this case, work is getting shipped across state lines to Connecticut. No surprise, but the company taking over the work is nonunion.

What is different in this case is the workers' response. Rather than accept the shutdown and beg for additional severance pay, Local 282 members decided to fight. Although they have 46 stores to picket, the strike is going well. Perhaps because Kullen is a long-standing Long Island market, public support for the strikers has also been

high. Religious and community organizations — invited to help by the local — are backing the strike, helping to make it a debate about jobs and families in Long Island.

The strikers' goal is to get Kullen back to the bargaining table. The local has hired an investment banking firm to come up with options to present to Kullen, such as employee ownership or a third party buyout.

"The UPS strike was a springboard to this battle," Local 282 BA Larry Kudla told *Convoy Dispatch*, "because it raised American workers' level of consciousness and showed that we could fight back."

Strike support can be provided through Teamster Local 282, 2500 Marcus Ave., Lake Success, N.Y. 11042.

## Freightlines

### Rank and File on Committee.

For the UPS contract, Ron Carey insisted on having four rank and filers on the national bargaining committee. (See page 4 for a report by one of them.) We think freight Teamsters deserve the same approach — it works.

### Freight and UPS.

"It does send a loud signal about the commitment and determination of this union to try and win good jobs. This sends a message loud and clear." That's what Ron Carey said after the UPS victory, when asked about the upcoming freight contract.

Meanwhile employers and their publications are working overtime to point out the differences between freight and UPS in terms of profitability, market share, etc.

### CF: Hidden Cameras in the Bathroom.

CF's hidden cameras in the bathrooms at the Mira Loma Calif breakbulk have been flushed out. Dock worker Robert Westreicher called it "gestapo tactics." Steward Pat Knudsen reports that most Teamsters are quite upset and want heads to roll over the recently-uncovered bathroom surveillance. And Local 63 is considering legal action.

CF management replies that they were only trying to catch people dealing in drugs.

The Sheriff's department says they are looking into whether CF violated any privacy laws.



# A Worker's Journal: First Week Back at UPS

*Butch Traylor is a package car driver at UPS in Valdosta, Ga., and a member of Teamsters Local 728. Following the 15-day strike victory, Butch kept a week-long diary of his return to UPS for Slate magazine, a national on-line publication. Convoy Dispatch is reprinting short excerpts from his notes to share with other Teamsters. No doubt, thousands of UPS Teamsters will find something familiar to their own experience in Butch's story.*

## Day 1. Monday, August 25

Strikes are not unique to any one culture. What makes a strike unique is how it reflects its culture. In the Bible Belt you might just as easily find a picket sign with a scripture quotation on it as one with an unfair labor charge on it. ... I drew a great deal of solace from the faith I saw on the picket line.

On the way to work I ran into Kim, a friend and driver for FedEx. She gave me a hug and congratulated me on the

successful contract agreement.

When I arrived at the center I found that management had laid off the pre-load shift and was having us drivers sort our own packages. ... Management may be pitching a little fit about the spanking it took at the bargaining table. In a couple of days local management is going to regret it because volume is growing and this is really going to slow us down.

I left for my first stop. When I backed up to the dock at the federal building a group of employees taking their break nearby gave me a standing ovation. ... At the mall that afternoon one lady to whom I had been delivering for 15 years ran up to me, put her arms around me, and said: "I'm so glad you're all right." This is shaping up to be a pretty good day.

## Day 2. Tuesday, August 26

It's 6 a.m. and at the foot of my bed stands my eight-year old daughter,

## Ways to Keep Building Unity and Power

*We prevailed in the UPS contract fight because we set our sights on a goal and went after it aggressively. Why not apply that same tactic now in our centers and locals to keep building unity and strength.*

*Here are some ideas from UPSers, plans they are working on now to build on our strike victory. Use these, or work out a plan that makes sense for your area. Join us at the TDU Convention in November to brainstorm other ideas for building our union.*

### Elected Stewards

Ron Carey is the first democratically elected IBT president. There is no reason why a Teamsters shop steward shouldn't be democratically elected as well. That is why we are pursuing a bylaws amendment to have all shop stewards elected in our local.

—Eric P. St Julien  
Local 270, New Orleans

### Inviting Members to Get Involved in Carey Campaign

After the strike ended we organized group leafleting. Twenty-five UPS members, all newly active during the strike, distributed over 8,000 Carey campaign leaflets. Whatever, the activity is, we've got to reach out and invite members to get involved.

—Jon Senum, Local 638, Minneapolis

### Building a Stewards' Network

UPS will always be a tough company. We need strong stewards and business agents. Stewards in particular are our front line of defense. We are working on building a stewards' network in our local. Unity and communication will help win grievances.

—Darrell Hall  
Local 89, Louisville, Kentucky

### In the South — Getting UPSers to Join the Union

About twice a year we fire up the barbecue, get t-shirts and books on

member rights and set up shop outside the gates at UPS. We go to them, don't make them come to us, give them a t-shirt, some information, let them meet their steward—and they join. This way, we keep our percentage of union members over 90 percent. We also need to take advantage of new contract language giving stewards 15 minutes with new members.

—Dan Campbell, Business Agent,  
Local 657, San Antonio, Texas

### Recruit to TDU

The fight still continues. Our biggest threat now is apathy. We have to make sure that between now and the next contract our union gets stronger. That's why we are working hard to recruit new members to TDU. TDU membership helps you be a better union member. TDU gets you information you won't get anywhere else. Information is power and that's why the old guard doesn't want us to have it. We also need to fight to keep strong reform leaders at the helm of locals and the International union. Now more than ever we need to keep TDU strong.

—Hobe Williams  
Local 174, Seattle, Wash.

### Help Win Freight Contract

We need to reach out and help freight Teamsters with their contract. We can help get leaflets out. We can talk to freight members about how we organized to win.

—Joe Rockstroh  
Local 355, Baltimore, Md.

### Unity Through Picnics

A picnic is a great way to build unity, and have a good time. When UPS feeds us hotdogs or burgers it's because they want something from us. We need to do things to unify ourselves. We had one picnic right after the strike. We've got another scheduled.

—Shelby McStoots  
Local 391, Durham, North Carolina

Carlie, reminding me that today is the first day of school. It is a family tradition to go out for breakfast to celebrate a new school year. ... After a biscuit, a cup of coffee, and a kiss goodbye from the girls, I have to leave for work. Going out the door I worry about whether I am as good a father as I am a provider. I consider myself fortunate to have two smart, healthy, and talented daughters. I only hope they feel the same about me.

At the center we are late leaving again and the day starts off badly. I'm overloaded with stops and packages. At midday I call in for help with my pickup accounts, which are running heavy. It's almost 6 p.m. before I can break for something to eat.

It is almost 8 p.m. before I clock out. I need to get home before the girls go to sleep and find out how their first day of school went. When I get home I find out Jimmy Hoffa Jr. has managed to convince the Teamsters Election Officer to allow a rerun of last year's election. ... The sentiment among the drivers is that he will be buried in an avalanche of pro-Carey votes from grateful UPS members and hopeful freight members whose contracts come up next year.

## Day 3. Wednesday, August 27

At 7 a.m. Shane Hammond calls to let me know that UPS management is making public statements that this agreement could have been negotiated without a strike. ... The company lost an estimated \$800 million in revenue on a two-week strike. ... Ultimately it settled for a contract that was essentially the same one the union had proposed to the company just prior to the strike. This group of managers is not headed for the Negotiator's Hall of Fame. They have no choice but to try and shirk the responsibility for this debacle.

My alternate steward tells me that management has been laying off part-timers who struck while working non-union part-timers who crossed the picket line. We agree to submit written grievances by tomorrow.

My package car is so packed that I can barely close the cargo door. Today is not starting off well at all. ... Around 6:30 p.m. I arrive at the center and the mechanic reports that he had to make repairs to a number of the package cars that were driven by inexperienced supervisors during the strike.

## Day 4. Thursday, August 28.

I have received a half dozen pending grievances since coming back to work. He [the BA] says that the Tifton, Ga., center has filed over 200 grievances since last week. It appears that local management is violating the contract on a wholesale level since losing the strike.

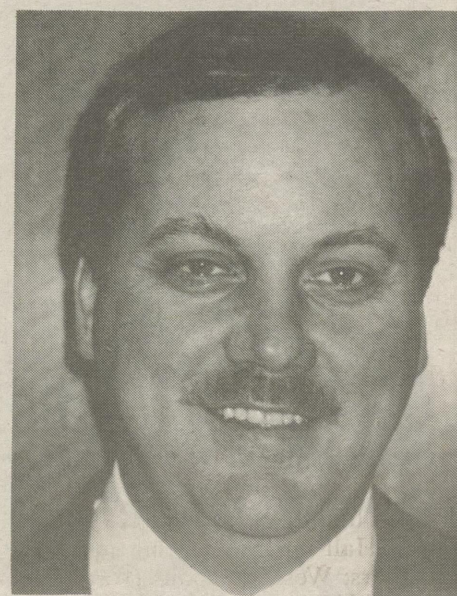
The part timers in my center are all back at work and my load of packages is at about the normal level for this time of year. ... At the red light I look at the car in front of me and see a bumper sticker that reads, "I fantasize about the UPS man." Man, I love this job!

A middle-aged woman named Claire stopped me in the afternoon. She had

come out to the picket line during the strike but I hadn't had a chance to meet her then. She worked at a large craft store as a department manager. Even though her store had increased sales, she had been shifted from full time to part time and lost her health benefits. ... She wanted me to know that she supported us and that the exploitation of part-time employees extended to the white collar workforce as well.

## Day 5. Friday, August 29

Bart Johnston was my predecessor as the shop steward at UPS. We have worked together beside each other for



### MEET KEN HALL

Ken Hall, IBT Small Parcel Director, will meet with UPS Teamsters at the TDU Convention in November. See page 12 for convention information and to register.

the past 20 years and he has been both my mentor and my friend. Being a shop steward is a lot like being a priest, without the celibacy. I have spent as much time in hospital rooms and funeral homes as I have in grievance hearings. But when Bart's dad was buried, I was unable to attend the funeral because of a crisis on the picket line. I have felt guilty for missing the funeral, and today I apologized for not having been there. Bart reassured me that he understood.

We are late getting started again today and I have to run for the first hour in order to make service on the next day air packages. By midday things begin to go more smoothly. I stop and make a call to Ken Paff. I rely on Ken and TDU for accurate information on both the union and UPS. Ken says the contract appears as good as we first thought. He tells me that UPS is trying to discipline drivers around the country because of incidents that took place on the picket line during the strike.

I hope to have time tonight to catch a movie after work, but first I have to finish writing thank-you letters to all the churches, businesses, labor unions, and individuals who supported us during the strike.

I hope that what we saw happen at UPS will not become a unique event but a model for future trade unionism.



## A Rank and Filer's Report

# What It Was Like to Bargain with UPS

CD asked **Dave Dethrow**, one of four rank and file Teamsters on the UPS national negotiating committee, to give members some impressions of what it was like. Dethrow is the elected chief steward for St. Louis Local 688, and a TDU activist who has been involved in UPS struggles and contract campaigns for many years.

May 19

I arrived, and was standing outside the large room in Atlanta where bargaining would take place. Years of concerted effort by Teamsters have made it possible to get rank and filers here. I was excited and proud, but with lots of questions. What would my role be? Would I have a voice or be a token member? Would I feel out of place?

Then I saw Ron Carey approaching me from down the corridor. Ron shook my hand, put his arm around me and said, "It's good to see an old friend."

*It was clear to me that pressure from a united membership was the only thing that would move the company. Carey kept saying that, and he was proven right.*

From that moment on, my participation was limited only by my own choice.

Ken Hall introduced the four rank and filers: Wesley Jenkins (from Dallas), Todd Hartsell (from Des Moines), Mike Knear (from Louisville) and myself.

This round of bargaining would be like many to follow: frustrating.

May 22

UPS labor man Dave Murray, who spoke for them at the table, could be arrogant and pompous. There were times when he acted like we were there to serve him and his cronies. I could sense frustration building in many of our union committee members.

During a union caucus meeting—we regularly met by ourselves as the union committee—we decided that the company was not bargaining seriously. We needed to send them a signal and also spend time back home with members.

When the company people returned we sat quietly while they positioned their belongings and got comfortable. Ken Hall then informed them that we were leaving. They sat dumbfounded as we walked out. I enjoyed that thoroughly.

## Actions Get UPS' Attention

On Sept. 9 Ken Hall and Ron Carey sent UPS CEO Jim Kelly a letter which ended with "unless we are able to move forward on these issues in the immediate future, we will have no choice but to consider actions which we are certain will get your attention."

A week later the company had agreed that wage increases are retroactive till Aug. 1, all lawsuits and charges by the company against the union are dropped, and union dues for August and September will be

We reconvened in June in Washington, D.C. Meanwhile our contract campaign was heating up. Members' unity was rising as were their expectations.

All the company's sinister proposals were still on the table. Management people were acting as though they were going through the motions, as if they could manipulate us like they did in the past. Murray was still insulting our members, his employees.

Some of the company people acted as if they had trouble staying awake. Others, like UPS labor manager Denny Holmes, would visit with union committee member Dick Heck almost every morning before negotiations. I often wondered what they discussed. I don't believe either Ron Carey or Ken Hall welcomed that sort of activity. I know I didn't.

As time went on I spoke up more in our union caucuses. Most of the mem-

bers of the committee were receptive, and worked together well. But there were a few who seemed to resent having rank and filers there; that was no problem for me, I've dealt with the same attitude in my local. After the formal meetings I would talk with the other rank and filers and with some more experienced leaders.

The following weeks became more frustrating. It was difficult to explain to members that there was no real progress to report on the big issues.

It was clear to me that pressure from a united membership was the only thing that would move the company. Carey kept saying that, and he was proven right.

July 31

The tension was thick as the deadline approached. We met with John Wells, the chairman of the Federal Mediation Service. He asked to meet with two people from each side at a neutral location.

The union committee met one last time before the strike. Our demands were honed down to a final offer, and Ron Carey and Ken Hall, who led our team with great skill, attempted for a

deducted from pay checks.

Most important, almost all the Teamsters who were fired as a result of alleged picket line violence against supervisors are now back to work. A few cases remain to be resolved at this time.

Several locals were more than prepared to make good on the threat to get the company's attention by walking out. It just goes to show that union clout is the fastest grievance procedure there is.

couple more days to get the company to settle.

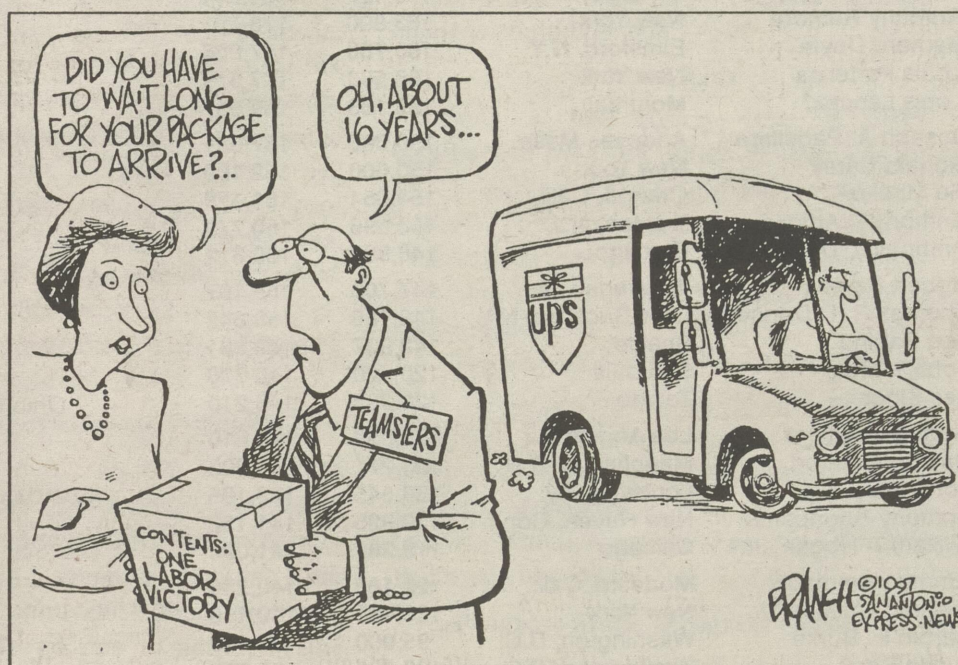
August 4

We shut down UPS. On that date I returned to Washington to work in what was called the "war room," taking calls from members. Some of the calls were from company plants who called regularly. One highlight was a visit from Jesse Jackson, who simply said "one day longer."

links for the future.

August 19

My last trip to Washington as a member of the committee. We met to review the settlement. All those company demands that Murray was so arrogant about were gone. Our union demands were almost all in place. It was a total victory and it felt great. It was approved unanimously by the bargaining committee, and later that night by the



I desperately wanted to be back in St. Louis on the picket line, but I would soon be much farther away. On Aug. 6 I left for Europe to solicit support from our European brothers and sisters. Andy Banks, who works on strategic campaigns for the IBT, met me in London. We were joined by UPS pilots Frank Durtche and Dan Overgaauw, who were great. We received tremendous support from the European unions and their members, and built

meeting of reps from all locals.

After three months of bargaining and two weeks on strike, I could go back on the package car feeling good. I'm proud and grateful to have had the chance to be one small part of this great victory. I look forward to working with rank and file UPS workers, as well as officers, from across the country to build on it.

I'll see you in Cleveland at the TDU Convention.

## "I'll Be There"

**Todd Hartsell**  
Local 90, UPS  
UPS National Negotiating  
Committee  
Des Moines, Iowa

Please join us at the TDU Convention and meet UPS Teamsters from across the country who are working to make a better and stronger union for the future. I was proud to serve on the UPS national negotiating committee. It was a great experience being able to bring our view from the rank and file to the bargaining table. I could see how UPS' plan was to break the union. We stuck together and with Ron Carey leading us we brought home a victory for America and all working families.

I look forward to meeting all my fellow Teamsters and talk to you about the UPS contract and answer questions. The TDU Convention is a learning experience where we can all share information and get educated to keep our unity inside UPS. We



must keep our networks going. We're still meeting and organizing in Iowa on a statewide basis. It doesn't stop because the contract is signed. There's more work to be done.



| NAME                               | CITY                 | SALARY    | TOTAL<br>COMP. | AFFILIATES                  | NAME                                                                                                                                                                                                                                                                                                                                   | CITY                | SALARY  | TOTAL<br>COMP. |
|------------------------------------|----------------------|-----------|----------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------|----------------|
| James Ramirez                      | Chicago              | \$349,757 | \$353,548      | L 710                       | Ralph Torrisi                                                                                                                                                                                                                                                                                                                          | San Jose, Calif.    | 105,255 | 117,655        |
| Frank Wsol                         | Chicago              | 310,919   | 318,463        | JC 25, L 710                | Robert Morales                                                                                                                                                                                                                                                                                                                         | San Francisco       | 102,568 | 116,866        |
| Tom Sever                          | Jeannette, Pa.       | 200,000   | 224,587        | Intl.                       | Robert Gillihan                                                                                                                                                                                                                                                                                                                        | Kansas City, Mo.    | 95,992  | 116,817        |
| Joseph L. Bernstein                | Chicago              | 215,272   | 221,386        | JC 25, L 781                | Jerry Vincent                                                                                                                                                                                                                                                                                                                          | Louisville, Ky.     | 108,875 | 116,069        |
| Michael J. Riley                   | Los Angeles          | 189,657   | 206,921        | JC 42, L 986                | Daniel Mariano, Jr.                                                                                                                                                                                                                                                                                                                    | Mountainside, N.J.  | 109,200 | 115,698        |
| Jerry Laird                        | Sacramento, Calif.   | 187,843   | 205,051        | JC 38, L 857                | Nicholas Mancuso                                                                                                                                                                                                                                                                                                                       | New York            | 102,011 | 115,089        |
| John Morris                        | Philadelphia         | 178,881   | 201,541        | Intl. JC 53, L 115          | Robert Winstead                                                                                                                                                                                                                                                                                                                        | Louisville, Ky.     | 108,695 | 114,965        |
| Leo Reed                           | Los Angeles          | 179,865   | 200,781        | JC 92, L 399                | Eddie Kornegay, Jr.                                                                                                                                                                                                                                                                                                                    | Washington, D.C.    | 103,177 | 114,568        |
| Jack Cox                           | Los Angeles          | 187,780   | 199,912        | JC 92, L 572                | Brian Kelly                                                                                                                                                                                                                                                                                                                            | Washington, D.C.    | 94,500  | 113,813        |
| Steven Gilman                      | New York             | 187,467   | 199,277        | L 810                       | Thomas J. O'Donnell                                                                                                                                                                                                                                                                                                                    | Lake Success, N.Y.  | 105,323 | 113,712        |
| Edward Doyle                       | Elmsford, N.Y.       | 175,112   | 196,834        | L 456                       | Donna Santoro                                                                                                                                                                                                                                                                                                                          | New York            | 104,065 | 113,386        |
| Carroll Haynes                     | New York             | 178,631   | 195,485        | JC 16, L 237                | Jerry Vercruse                                                                                                                                                                                                                                                                                                                         | Los Angeles         | 99,456  | 113,173        |
| John T. Coli                       | Chicago              | 189,583   | 192,463        | L 727                       | Robert Lennox                                                                                                                                                                                                                                                                                                                          | Pico Rivera, Calif. | 108,497 | 113,101        |
| Michael Coli                       | Chicago              | 190,350   | 192,092        | L 727                       | Chester Glanton                                                                                                                                                                                                                                                                                                                        | Chicago             | 104,475 | 112,829        |
| Robert Bernstein                   | Chicago              | 179,233   | 185,884        | L 781                       | Donald DiLeo                                                                                                                                                                                                                                                                                                                           | Newark, N.J.        | 99,350  | 112,573        |
| Patrick W. Flynn                   | Chicago              | 175,427   | 184,044        | L 710                       | James Dawes                                                                                                                                                                                                                                                                                                                            | Chicago             | 106,070 | 112,022        |
| Anthony Rumore                     | New York             | 163,800   | 178,707        | JC 16, L 812                | Joseph Galli                                                                                                                                                                                                                                                                                                                           | St. Louis           | 106,259 | 111,556        |
| Bernard Doyle                      | Elmsford, N.Y.       | 160,760   | 177,606        | L 456                       | Vincent Murphy                                                                                                                                                                                                                                                                                                                         | New York, N.Y.      | 90,075  | 111,415        |
| Louis Partenza                     | New York             | 163,533   | 177,579        | L 237                       | Walter Engelbert                                                                                                                                                                                                                                                                                                                       | Portland, Ore.      | 100,856 | 111,234        |
| Louis Lacroix <sup>1</sup>         | Montreal             | 165,153   | 169,657        | Intl.                       | James Santangelo                                                                                                                                                                                                                                                                                                                       | El Monte, Calif.    | 96,295  | 110,644        |
| Joseph A. Padellero                | Andover, Mass.       | 150,000   | 167,031        | Intl., L 686                | L. Doug Mims                                                                                                                                                                                                                                                                                                                           | Atlanta             | 95,200  | 110,382        |
| Ronald Carey                       | New York             | 150,000   | 162,109        | Intl.                       | Joe R. Campbell                                                                                                                                                                                                                                                                                                                        | Los Angeles         | 101,616 | 109,363        |
| Ed Mireles <sup>2</sup>            | Orange, Calif.       | 154,054   | 161,179        | JC 92, L 952                | Kurt Larsen                                                                                                                                                                                                                                                                                                                            | Los Angeles         | 97,443  | 108,548        |
| Anthony D'Artiglio                 | Trenton, N.J.        | 153,696   | 160,779        | JC 73, L 35                 | Frank A. Scarpinato                                                                                                                                                                                                                                                                                                                    | New York            | 96,001  | 108,405        |
| Anthony J. DiGrazia                | Chicago              | 148,888   | 160,612        | L 781                       | Mark Muller                                                                                                                                                                                                                                                                                                                            | Chester, Penn.      | 97,428  | 108,132        |
| Robert Barnes                      | Waukegan, Ill.       | 147,709   | 155,167        | JC 25, L 301                | Richard Hendershot                                                                                                                                                                                                                                                                                                                     | New York            | 96,455  | 108,111        |
| Thomas R. O'Donnell                | Lake Success, N.Y.   | 142,186   | 153,642        | L 817                       | Victor Nuzzolilo                                                                                                                                                                                                                                                                                                                       | Worcester, Mass.    | 92,908  | 107,727        |
| Jon Rabine                         | Seattle              | 142,907   | 149,381        | JC 28, L 763                | Kenneth Hollowell                                                                                                                                                                                                                                                                                                                      | Detroit             | 96,250  | 107,643        |
| John T. Metz                       | St. Louis            | 120,520   | 146,778        | Intl. JC 13, L 610          | Robert Myers                                                                                                                                                                                                                                                                                                                           | Louisville, Ky.     | 102,545 | 107,175        |
| Les Singer                         | Toledo               | 128,333   | 145,210        | Ohio Conf., JC 44, L 20     | John Harren                                                                                                                                                                                                                                                                                                                            | Los Angeles         | 95,452  | 106,835        |
| James Gualtiere                    | Los Angeles          | 135,050   | 144,610        | L 572                       | Moronke Oshin-Martin                                                                                                                                                                                                                                                                                                                   | New York            | 94,003  | 106,184        |
| David Laughton                     | Manchester, N.H.     | 125,271   | 144,002        | Intl., JC 10, L 633         | Joseph Vitta                                                                                                                                                                                                                                                                                                                           | New York            | 90,012  | 106,009        |
| Lon Fields, Sr.                    | Louisville, Ky.      | 133,545   | 143,105        | Ky.-W.V. Conf., JC 94, L 89 | Joel Sosinsky                                                                                                                                                                                                                                                                                                                          | New York            | 96,407  | 105,178        |
| Anthony Buonpane                   | New Haven, Conn.     | 130,925   | 141,152        | L 443                       | Alphonse Rispoli, Jr.                                                                                                                                                                                                                                                                                                                  | Mountainside, N.J.  | 94,181  | 105,024        |
| William T. Hogan, Jr. <sup>3</sup> | Chicago              | 119,282   | 141,090        | JC 25, L 714                | Patricia Stryker                                                                                                                                                                                                                                                                                                                       | New York            | 92,929  | 104,970        |
| Jimmy Hammack                      | Modesto, Calif.      | 129,183   | 140,236        | JC 38, L 431                | Richard Foley                                                                                                                                                                                                                                                                                                                          | Worcester, Mass.    | 92,907  | 104,863        |
| Melanio Cuebas, Jr.                | New York             | 123,491   | 140,156        | L 237                       | John Williams                                                                                                                                                                                                                                                                                                                          | Seattle             | 102,475 | 104,842        |
| Harold E. Burke                    | Washington, D.C.     | 95,000    | 138,449        | Intl.                       | Timothy R. Lehman                                                                                                                                                                                                                                                                                                                      | Chester, Penn.      | 92,928  | 104,706        |
| Judith Scott                       | Washington, D.C.     | 120,000   | 136,997        | Intl.                       | George Stofsky <sup>4</sup>                                                                                                                                                                                                                                                                                                            | New York            | 95,400  | 104,406        |
| Anthony Judge                      | Chicago              | 129,153   | 136,208        | JC 25, L 706                | Charles Rogers <sup>3</sup>                                                                                                                                                                                                                                                                                                            | Dallas              | 97,000  | 103,313        |
| Anthony Cannestro, Sr.             | Miami                | 130,800   | 135,515        | Ga.-Fla. Conf., L 769       | Tom Leedham                                                                                                                                                                                                                                                                                                                            | Portland, Ore.      | 91,949  | 103,207        |
| James M. Hogan <sup>3</sup>        | Chicago              | 119,385   | 135,328        | L 714                       | Jerry Putnam                                                                                                                                                                                                                                                                                                                           | Ft. Worth, Tx.      | 96,883  | 102,709        |
| Bruce Presley <sup>3</sup>         | Akron, Ohio          | 123,112   | 134,780        | L 497                       | Charles Cimino, Jr.                                                                                                                                                                                                                                                                                                                    | Cleveland           | 101,444 | 102,706        |
| Raul Lopez                         | Los Angeles          | 113,857   | 132,751        | L 396                       | Robert Muehlenkamp                                                                                                                                                                                                                                                                                                                     | Washington, D.C.    | 90,000  | 102,375        |
| Charles Gauwitz                    | Peoria, Ill.         | 123,070   | 132,192        | JC 65, L 627                | John Russo                                                                                                                                                                                                                                                                                                                             | New York            | 90,012  | 102,272        |
| Richard A. Smith                   | Chicago              | 124,968   | 131,862        | L 781                       | Kenneth Spillane                                                                                                                                                                                                                                                                                                                       | New York, N.Y.      | 100,701 | 102,043        |
| John Ferrara <sup>4</sup>          | Jamaica, N.Y.        | 123,200   | 130,698        | L 522                       | Frank Busalacchi                                                                                                                                                                                                                                                                                                                       | Milwaukee           | 93,600  | 101,365        |
| Anthony Cousimano                  | N. Hollywood, Calif. | 110,879   | 130,188        | L 399                       | James L. Bosley                                                                                                                                                                                                                                                                                                                        | Washington, D.C.    | 98,285  | 101,308        |
| Louis Smith                        | New York             | 119,218   | 129,923        | L 810                       | Gary Tiboni                                                                                                                                                                                                                                                                                                                            | Cleveland           | 91,600  | 101,050        |
| Fred Gegare                        | Green Bay, Wisc.     | 117,006   | 129,897        | Intl., L 75                 | Phil Young                                                                                                                                                                                                                                                                                                                             | Kansas City         | 92,508  | 100,986        |
| Pasquale Monaco                    | New York             | 116,660   | 129,828        | L 810                       | Richard Heck                                                                                                                                                                                                                                                                                                                           | Minneapolis         | 91,678  | 100,364        |
| William Hamilton                   | Washington, D.C.     | 115,000   | 128,822        | Intl.                       | Greg Lucidi                                                                                                                                                                                                                                                                                                                            | Trenton, N.J.       | 93,444  | 100,076        |
| C. Sam Theodus                     | Cleveland            | 112,487   | 126,850        | Intl., L 407                | This chart lists Teamster officials and staff who received total compensation of at least \$100,000 and also salaries of at least \$90,000 in 1996.                                                                                                                                                                                    |                     |         |                |
| Edward P. Polster                  | St. Louis            | 110,663   | 126,612        | JC 13, L 6                  |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Randy Cammack                      | Los Angeles          | 108,290   | 126,313        | JC 92, L 63                 | This information has been compiled and analyzed by the Teamster Rank and File Education and Legal Defense Foundation (TRF) from hundreds of LM-2, LM-3 and IRS Form 990 reports. Total compensation includes salaries, bonuses and other expenses from affiliates, but does not reflect other income such as pensions, free cars, etc. |                     |         |                |
| Gerard Vezina                      | West Quincy, Mass.   | 116,940   | 125,566        | L 494                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Robert Molina                      | Los Angeles          | 105,200   | 125,535        | L 63                        | Key: Intl. = International Union; JC = Joint Council, L = Local Union.                                                                                                                                                                                                                                                                 |                     |         |                |
| Donald Calagna                     | Garden City, N.Y.    | 97,940    | 124,958        | L 806                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Joseph Tramontana                  | Mountainside, N.J.   | 117,000   | 124,167        | L 863                       | LM-2 reports are available from TDU. If you would like to receive the LM-2 financial report for your                                                                                                                                                                                                                                   |                     |         |                |
| James McCall                       | Washington, D.C.     | 119,941   | 123,960        | Intl.                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Stephen Mack                       | Hayward, Calif.      | 102,704   | 123,013        | JC 7, L 78                  | Footnotes:                                                                                                                                                                                                                                                                                                                             |                     |         |                |
| Richard C. Bell                    | Washington, D.C.     | 117,561   | 122,076        | Intl.                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Walter Williams                    | N. Hollywood, Calif. | 101,571   | 121,998        | L 399                       | 1. Figure represents Canada                                                                                                                                                                                                                                                                                                            |                     |         |                |
| Lawrence Brennan                   | Detroit              | 112,287   | 121,489        | JC 43, L 337                |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| John Jackson                       | Collingswood, N.J.   | 97,700    | 121,325        | L 676                       | 2. Salary figure for local union vacation time. Actual salary amount.                                                                                                                                                                                                                                                                  |                     |         |                |
| Alfred Nova                        | Chicago, Ill.        | 113,703   | 121,030        | L 731                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Joseph Valenti <sup>4</sup>        | Detroit              | 98,400    | 120,991        | JC 43, L 214                | 3. Removed or suspended charges, action taken by the Board or Ethical Practices local union being placed in                                                                                                                                                                                                                            |                     |         |                |
| George Torres                      | New York             | 108,101   | 120,985        | L 237                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Joseph Bennetta                    | Bridgeport, Conn.    | 102,675   | 120,592        | L 191                       | 4. 1995 figures used. Current figures available.                                                                                                                                                                                                                                                                                       |                     |         |                |
| James R. Peterson                  | Appleton, Wisc.      | 110,611   | 120,430        | JC 39, L 563                |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Lawrence McDonald                  | Washington, D.C.     | 103,000   | 119,957        | Intl.                       | Texas Conf., L 19                                                                                                                                                                                                                                                                                                                      |                     |         |                |
| Thomas Burnette                    | Grapevine, Texas     | 102,846   | 119,412        | L 812                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Thomas Rosano                      | New York             | 104,000   | 119,276        | Intl.                       | L 863                                                                                                                                                                                                                                                                                                                                  |                     |         |                |
| Ronald A. Belk                     | Washington, D.C.     | 90,000    | 119,227        | L 959                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Val Fiorillo                       | Mountainside, N.J.   | 104,000   | 119,216        | JC 92, L 63                 | L 399                                                                                                                                                                                                                                                                                                                                  |                     |         |                |
| Gerald L. Hood                     | Anchorage, Alaska    | 103,846   | 119,011        | Intl.                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Travis Cleo Stone <sup>3</sup>     | Dallas               | 115,000   | 118,942        | Texas Conf., L 745          | L 399                                                                                                                                                                                                                                                                                                                                  |                     |         |                |
| Richard Fraizer                    | N. Hollywood, Calif. | 97,950    | 118,912        | Intl.                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |
| Mikele Padovich                    | N. Hollywood, Calif. | 97,966    | 117,847        | Intl.                       | Intl.                                                                                                                                                                                                                                                                                                                                  |                     |         |                |
| Dennis Skelton                     | St. Louis            | 90,000    | 117,668        | Intl.                       |                                                                                                                                                                                                                                                                                                                                        |                     |         |                |



- JC 7, L 296
- JC 7, L 350
- JC 56, L 541
- Ky.-W.V. Conf., JC 94, L 783
- L 863
- L 237
- Ky.-W.V. Conf., JC 94, L 89
- Intl., L 922
- Intl.
- L 817
- L 810
- JC 42, L 630
- L 495
- L 743
- JC 73, L 408
- JC 25, L 710
- JC 13, L 688
- L 1034
- JC 37, L 670
- JC 42, L 848
- Intl., L 728
- L 598
- L 630
- L 237
- L 312
- L 237
- L 170
- JC 43, L 247
- JC 94, L 89
- L 986
- L 237
- L 812
- L 237
- JC 73, L 863
- L 237
- L 170
- JC 28, L 117
- L 312
- L 805
- L 745
- Intl., JC 37
- Texas Conf., L 997
- Ohio Conf., JC 41, L 400
- Intl.
- L 812
- JC 16, L 804
- L 200
- Intl.
- L 436
- JC 56, L 41
- JC 32, L 638
- L 35

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suspended from office due to union taken by the Independent Review Practices Committee, or due to g placed into trusteeship.

used. Current financial report un-

# New Priorities for Teamster Dues Dollars

The chart on these pages summarizes a factual report prepared by an examination of financial reports for all local unions, joint councils and the International union for 1996.

1991 was the last year that the officers on and associated with the Hoffa Slate controlled the International, so that is a crucial benchmark period for comparison purposes. How has the situation changed under Ron Carey's leadership, since 1991?

## Multiple Salaries: Then and Now

In 1991 the "Club" included 30 International representatives who were drawing multiple salaries. Some, like Chuck Mack of California, are on the Hoffa Slate.

This year, there are zero International reps (or International organizers) drawing multiple salaries.

The Area Conferences were the other major source of multiple salaries for top officials. In 1993 (Carey abolished the Area Conference bureaucracy in 1994) there were 47 multiple-salaried Club members who got a salary from the Area Conferences.

This year, there are zero, because that rich source of perks was abolished.

## International Salaries

In 1991, 89 officers and staff from the International were in the Club, and the International paid them \$7.0 million (\$8.3 million in today's dollars) that year. The

current numbers are 23 officers and staff, paid a total of \$2.5 million.

That's an annual savings of \$5.8 million in dues money.

Ron Carey has set the pace here. His salary is a fraction of what the pro-Hoffa predecessors bagged. He is paid \$150,000, although the IBT constitution provides for the General President to make \$225,000 plus a cost of living index, so he would be entitled to make \$266,000 currently.

Carey also cut top staff salaries at the International and then froze them for six years. Many top department and division heads are paid \$90,000 and most International reps are paid \$62,500. He also cut the travel expense per diem from \$50 a day to \$26 when they are on the road.

The biggest change is at the top of the heap. In 1991 there were 22 officials who got total compensation over \$200,000. This year there are only seven.

## Removal of Corrupt Officials

Last year Ernie Tusino was a Club member, but he's gone now. The Ethical Practices Committee (EPC) removed him for blacklisting a member. Another Club member last year was Robert Simpson, who was removed due to action of the Independent Review Board (IRB). Several business agents from Dallas Local 745 were in the Club last year, but not this year, due a trusteeship imposed against corruption. The same thing happened in Chicago Local 714 (the Hogan family business).

These are examples of officials who abused their positions and were removed, and that has been a welcome change.

## Reforms from the Rank and File

Very important changes have from rank and file action. Last year, Robert

Eliser of Youngstown Local 377 was in the Club. But now no one from Local 377 is listed here, because the rank and file voted in a whole new set of officers and BAs, led by Mike Schaffer.

Rank and file Teamsters are really the basis of this whole change. In part it's due to information like this coming out from TDU. It's due to members getting involved. It's due to some dynamic new leaders. It's due to winning the Right to Vote, so critical changes could be made.

## Bottom Line

Look at the bottom line: in 1991 members of the Club pulled down a total of \$27.3 million (\$32.6 million in today's dollars). The current figure is \$17.7 million. That's a savings of \$14.9 million per year. Just since last year, the Club total is down by \$1.6 million.

The priorities at the International union have changed, from bloated and multiple salaries, to hiring organizers, leading contract campaigns, educating members and planning strategies to win. That's why we can win such a dramatic victory at UPS, and that's why the fat cats are on a diet.

## Progress Made, Progress Needed

We can be proud of our union, our leadership and ourselves for bringing about such positive changes in our union's priorities. But we've got a long way to go.

There are those who are itching to get back those multiple salaries for themselves and their relatives. Whether or not they succeed is up to rank and file Teamsters. If we are informed, active, and involved, then reform will continue.

TDU is dedicated to that cause. If you want to help cut the fat and build the muscle in the Teamsters union, we urge you to join TDU today.

## Chicago Local 710

# Poster Child for Greed

Look at the top of this chart, and you find James Ramirez and Frank Wsol, who each made over \$300,000 from one local union. Glance down a few and you find Patrick Flynn, also from 710. Flynn is now an International vice president, so his multiple salaries could put him near \$300,000 for next year.

That's about \$1 million per year for three fat cats from just one local union! That money could fund a dozen organizers and their expenses and support staff.

Now think of this: Local 710 is the *model local union* for the old guard, for the Hoffa Slate. It's what Teamsterism is all about to those people.

And keep this in mind: Frank Wsol was removed from office for collusion with UPS to blacklist a member. He was then reinstated in a political move by the pro-Hoffa majority of officers at the 1996 IBT Convention.

# List of Bloated

All data compiled by TDU from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. All figures include salaries, expenses and allowances from affiliates, but do not include other compensation such as multiple pension plans, severance funds, etc.

| Name              | City          | Total Compensation | Affiliates                      |
|-------------------|---------------|--------------------|---------------------------------|
| Jackie Presser    | Washington DC | \$588,353          | IBT, OH Conf, JC 41, L 507      |
| Harold Friedman   | Cleveland     | 537,919            | IBT, OH Conf, JC 41, L 507, L 1 |
| Arnie Weinmeister | Seattle       | 450,437            | IBT, WC, JC 28, L 1             |
| Weldon Mathis     | Atlanta       | 294,386            | IBT, L 7                        |
| Donald Peters     | Chicago       | 294,087            | IBT, L 743                      |
| Joseph Trerotola  | New York      | 266,104            | IBT, EC, JC 16                  |
| Joseph W. Morgan  | Hallandale FL | 252,499            | IBT, SC                         |
| Carl Lindeman     | Los Angeles   | 239,019            | IBT, L 39                       |
| Robert Holm       |               | 235,714            | CC, L                           |
| Michael           |               | 27,440             |                                 |

WHAT A DIFFERENCE. Ten years ago, when the Hoffa forces ran the International, top officials made over \$500,000 from our dues! That's nearly a million bucks in today's dollars. It is the reform movement of Teamster members, along with the Carey administration, that turned those priorities around.



## TDU Editorial Statement

# The Guilty Pleas and Our Union's Future

When three men pleaded guilty on Sept. 18 to planning improper money swaps and fundraising schemes, some of us reacted with a special anger. Every Teamster, from Ron Carey to every last rank and filer, has reason to be mad at those who tried to use our union for profit and caused a rerun of our International election.

But some of us had a special reaction. Because we're part of a movement that worked for over 20 years to win the Right to Vote, to elect honest leaders, and clean up this union.

We've dedicated our time, our money, and sometimes suffered reprisals from the old guard in a long, hard and glorious struggle to make the Teamsters union great.

Now we learn that two campaign consultants met in a Washington, D.C., townhouse during last year's campaign and plotted schemes that have forced the rerun of the election—and jeopardized our many hard-fought victories. These individuals had the gall to say they were just trying to help us out.

The fact is these schemes were driven by self interest. The Election Officer made this clear in her decision,

that the goals were not "altruistic."

### The Good News

The good news in this mess is this: former Carey campaign manager Jere Nash stated under oath in court that he knew the scheme had to be kept from Ron Carey and others in the "chain of approval" at the International, because Carey would not permit such a scheme.

Now we can move forward to win the rerun election. We can be confident because of the movement that so many fine Teamsters have built.

We are confident because this campaign will be of, by and for the rank and file, not high priced consultants or spin doctors. It will be won by Teamster members who get involved in large or small ways.

We should not be surprised that individuals tried to take advantage of our movement. We live in a world where oftentimes slick hustlers are celebrated and teachers are dumped on, a world where corruption is rewarded and group action for the common good is ridiculed. Business, government — no sector has a corner

on corruption.

### The Solution

We can't stop certain people from trying to use our union, but we can make it so they cannot succeed. What we can do is use the reform movement to create an atmosphere that won't tolerate it. We've made inroads, but we need to push forward even harder. A bigger, stronger movement in our union can do even more. TDU's reform platform is as important today as it was 20 years ago when we started down this road.

We can also guarantee that crooks are dealt with quickly and effectively

### Office Open

## Carey Campaign '97

*"We can put the old guard era behind us and unify this union, but to do it we've got to work like hell for the next three months."*

— Gene Moriarty

Carey Campaign '97 coordinator

The Ron Carey Campaign '97 is up and running. A campaign office is open. Literature is coming out. Ron Carey and slate members will be scheduling visits to locals and worksites.

We asked newly named campaign coordinator Gene Moriarty what he thinks about the race, and he laid it all out.

"The UPS victory showed what a reformed and united Teamsters union can do. It also showed us that an aggressive member-to-member campaign is the way to win. That's how Ron Carey was elected in 1991, and that's how we'll win in '97. The campaign organization is here to help you do that effectively.

"Our best campaign message is when one Teamster says to another, 'I'm

when they are uncovered. Ron Carey has set a new standard in this regard. He cooperated fully with all investigations and ordered all International staff to do the same. Quite a different approach from the old guard's approach of denial, fifth amendment, cover-up and paying legal fees out of our dues.

Ron Carey has led the clean-up of our union for nearly six years. It's far from over, but we're moving forward.

Over 20 years of struggle we've opened a door to a new, powerful and democratic union. The rank and file reform movement is the best guarantee that the door will never shut again.

voting for Carey.' Big budgets and direct mail campaigns can't compete with member-to-member contact."

We asked Moriarty what members can do right now.

"Start to reach out to stewards, activists and members. Start leafleting other shops. Invite new people to get involved, such as members who got involved in the UPS struggle. Set up a committee in your local or area. Get in touch with the campaign headquarters.

"Help us raise funds. This is going to be a grassroots campaign, but we need a steady flow of support to put out materials, for phone bills, travel costs, everything that will help Teamsters campaign."

The Carey Campaign can be reached at P.O. Box 77067, Washington, D.C. 20013. Phone: (202) 393-8197. Fax: (202) 393-0969.

Note: The Election Rules provide that campaign donations must come only from Teamsters or immediate family members and are limited to \$1,000 total per member.

## Hoffa's Actions Contrary to Those of True Unionist

*The following editorial by Paul Kulka and Peter Landon is reprinted from the Detroit Sunday Journal, published by the locked-out Detroit newspaper workers.*

When James P. Hoffa was interviewed by a *USA Today* reporter, he violated labor's most sacred principle: We honor picket lines and we respect boycotts. Hoffa's decision to break the boycott undermined all striking newspaper workers who have organized a two-year boycott against *The Detroit News*, *Detroit Free Press* and Gannett's flagship newspaper, *USA Today*.

Carey honored the boycott and refused to be interviewed when *USA Today* asked him.

When Detroit newspaper strikers asked why Hoffa broke the boycott, we got the cold shoulder. This is nothing new. When asked in the past why no "No News or Free Press" lawn sign appears in Hoffa's yard, at his law firm or even at his little-used office at Teamsters headquarters on Trumbull, he's had no answer. However, when *The Detroit Sunday Journal* exposed this latest snub, Hoffa campaign consultants switched to damage control.

Hoffa spokesman Richard Leebove told the *Sunday Journal* that Hoffa never agreed to be interviewed by *USA Today*. That was a little hard to explain after that paper published the interview. So Leebove suggested the story was patched together by a reporter who asked a few questions while Hoffa was holding a press conference. That version didn't square with *USA Today's* report that Hoffa was interviewed over brunch in a Washington, D.C., hotel. So Leebove finally admitted that a private

interview with *USA Today* did take place inside the hotel—but insisted that *USA Today* had it wrong: The interview was during breakfast, not brunch!

After two years on strike against the *News* and *Free Press*, we've gotten used to Hoffa and his endless search for publicity. He shows up on Labor Day to have his picture taken in front of rank-and-file Teamsters and their supporters. We deserve better.

Despite the difficulties of the two-year strike and putting up with Hoffa's snubs, most of us didn't leave this year's Labor Day parade in a cynical mood. Good things are happening in the American labor movement, and rank-and-file Teamsters are taking the lead. Our victory at United Parcel Service gives every worker something to celebrate. It shows how we can win against a big, powerful corporation by mobilizing members to build community support—and electing union leaders who aren't afraid to unleash the creative power of union members.

Hoffa probably won't become president of the Teamsters and not just because he crossed the line and broke the boycott. There's a new spirit of reform in our union, and it isn't coming from the old-guard labor leaders who talk tough and pose on picket lines. It's coming from rank-and-file union members who are learning how to build real democratic power that delivers more punch than any labor strongman or union boss ever could.

*Paul Kulka is a locked-out member of Teamsters Local 372. Peter Landon is a member of Teamsters Local 299 and an active supporter of the locked-out workers.*

## 'We Don't Have Any Time to Let the Grass Grow Under Our Feet'

Joe Rockstroh  
Local 355, UPS  
Baltimore, Md.

We're going to kick off the campaign right now in the mid-Atlantic states. We're hitting the road and going to the Carolinas this week. People are calling asking what they can do and we're saying it's time to start. Talk to as many members as you can and build the network. We don't have to wait for decisions and judges, we can inform all Teamsters and make sure they understand that our futures are on the line.

Ron Carey, with the members, gave all Teamsters, America and labor around the world a victory we can be proud of. Hoffa said he would restore Teamster power and pride. Hoffa said Carey wouldn't get a good UPS contract. We have restored Teamster power and pride and won the biggest victory for labor in decades. We must give the Ron Carey Slate a tremendous victory so we can take the Teamsters into the 21st century with our future in



front of us, not our past.

We started a job in 1991 and we can finish it in 1997 and continue to build the Teamsters and lead labor in the fight for working people.



# What Would Hoffa Junior Do?

If Hoffa Junior were president of the Teamsters, what would he do when improper or illegal activity was investigated inside his camp?

That's an important question. These days, people in high places tend to find that scam artists pop up like mushrooms; just look at the major political parties, corporations, politicians and even churches and the United Way. So the question is, how would a Hoffa Junior handle such a situation?

The answer is not hard to find.

One year ago, in August 1996,

Hoffa's top running mate on the Hoffa-Hogan Slate was found to be corrupt by an Independent Review Board (IRB) investigation.

The IRB uncovered that Chicago Teamster boss Billy Hogan Jr. and 20 family members owned a series of businesses in the industry he bargained with. The IRB report stated that "The local is being run for the benefit of its principal officer William Hogan Jr., Recording Secretary Robert Hogan and their family and friends."

So what did Hoffa do? Did he

cooperate in the investigation and separate himself from his corrupt associate?

No. He attacked the investigation and to this day he defends Hogan, and will attempt to restore Hogan to power if he can.

Of course, the Hogan example is just one of many. Hoffa has *never once* admitted to any corruption whatsoever among his old guard supporters and has *never once* taken any corrective action against corruption.

Three members of his slate have already gone down for serious offenses. His entourage in Detroit is stocked with the Bane family (father and two sons all went to prison for union crimes), the Holmes family (dad was removed in the racketeering case settlement), and the Brennan family (dad was indicted with Hoffa's dad). These are Hoffa's key people, and he has never said one word against any of their crimes.

Hoffa Junior says his father "was a man of puritanical ethics." Now whatever Hoffa Sr was, and he certainly had some strengths, he was not ethi-

cal! He went to prison for stealing from our pension fund and for bribing a jury in a case involving employer pay-offs!

## Mob Business Partner

Hoffa Junior was a business partner with mobster Allen Dorfman, and says he has no remorse about it. He was a spokesman for embezzlers and racketeers from New York to Detroit and has never acknowledged a problem with any of them.

Junior has no moral compass whatsoever, no record of ever once finding any problems at all inside the Teamsters, except with Ron Carey, his opponent. Really now, has Ron Carey caused every problem in the history of our union?

Ron Carey has faced the tough questions of dealing with problems on his own side of the fence. He's passed the test several times in the past six years. He's taken actions to correct problems, not cover them up. He's cooperated with investigations, not spent union funds to fight the clean-up.

Hoffa's flunked the test time and again.

## The 1997 IBT Election

# Where Things Stand

The battle for the future of the Teamsters union is on. The Carey and Hoffa campaigns are gearing up. At the same time, lots of questions are being asked and rumors and outright lies are spreading like wildfire.

Hoffa Junior is appealing virtually everything in sight, but the election is expected to go forward according to plans.

Hoffa's appeals include: he does not want limitations on donations; he does not want stricter fundraising rules; he wants TDU banned from the election; he wants a federal trustee to run the union; he wants the election put off until spring of 1998. These appeals were heard by Election Appeals Master Kenneth Conboy on Sept. 17 and he will rule soon. All are expected to be rejected.

Hoffa also wants Carey disqualified from running. That issue is before the Election Officer as CD goes to press. An appeal before Conboy is presently set for Oct. 6. Here also Hoffa's appeal

is expected to be rejected.

It is hard to find anything about the election process that Hoffa is not whining about!

Election Officer Barbara Zack Quindel has resigned, effective Sept. 30. She already stayed on longer than planned, and is returning to her labor law practice in Milwaukee. As we go to press, no new Election Officer has been appointed, and if that appointment is not made soon there may be a delay in the process.

The Proposed Election Plan of the Election Officer is presently awaiting the approval of Judge Edelstein. After that happens, presumably in October, everything about the election plans and rules will be finalized.

Meanwhile, the campaign is on and, with it, the question of the future direction of the labor movement.

*Note: The September edition of CD contained a detailed report on the election plan, rules, and proposed time table.*

## \$1 Million Pay-Off to Steal Election?

# Cleveland Local 507 Indictment

According to a federal indictment in Cleveland, Local 507 Secretary-Treasurer Terry Freeman gave an employer a huge concession to prevent a TDU member from campaigning at the facility. And Steve French, the man Freeman feared, thinks the issue goes much deeper.

Freeman was indicted by a federal grand jury on charges of perjury and demanding a thing of value from an employer—Riser Foods Inc. The indictment claims that Freeman asked Riser to "take actions to curtail French's ability to campaign among Riser employees." At the time French was leading a slate of reform candidates against Freeman.

## Company Gets Sweet Deal

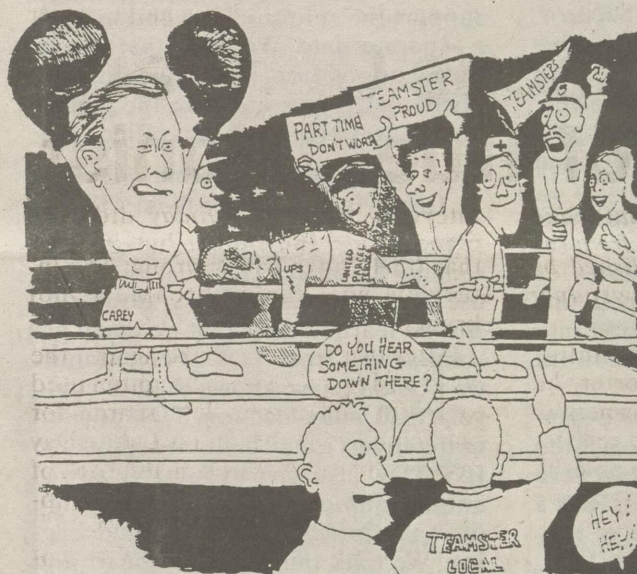
Key to the investigation is that Riser Foods was allowed to renegotiate pension and health and welfare contributions for less than was spelled out in the contract without a vote of the membership. The company saved \$15 per employee per week in health and welfare contributions and \$25 per employee per week in payments to the pension fund. In a facility with over 600 employees it is conservatively es-

timated that Riser Foods saved over \$1 million in this sweetheart deal.

The indictment charges Freeman with lying to the grand jury when he testified that he did not participate in the renegotiations of Riser's fund contributions. The second perjury count says he lied about discussing the destruction of French's campaign literature with Riser management. The indictment further alleges that Freeman asked for a thing of value over \$1,000 but fails to specify what that might be.

French told *Convoy-Dispatch*, "My concern is that more than just Terry Freeman had to be involved in a rip-off this big. Three of the local 507 Executive Board members are also trustees on both funds. This thing goes deeper than just Freeman."

Local 507 is the home local of former Teamster President Jackie Presser, who died while under indictment for a ghost employee scam in the local. Presser founded the local with Harold Friedman who was suspended after his 1989 conviction in that same case. Terry Freeman and the current executive board are the inheritors of that troubled legacy.



# In Their Own Words

## UPS on the Election Officer

The delay of a week in announcing the decision to rerun the Teamster election represented "an arrogation of power with sweeping implications particularly inappropriate to a judicial officer."

—United Parcel Service letter to Judge Edelstein, Sept. 2, 1997

## Election Officer on UPS

"UPS seems to misunderstand. The election officer's duty as a court officer is to run the election process for the benefit of the union and its members."

—Jeff O'Mara, spokesman for the Election Officer, Sept. 3, 1997

## Freight Employers on Fear

"In a larger sense Carey may have won much more. In spearheading labor's biggest victory in 20 years, Carey also sent a loud message to

the bargaining team for the next NMFA. ... With UPS—the largest and most profitable transportation company in the nation—caving in to Teamster demands in the manner in which it did, there is little doubt that Carey & Co. will be emboldened as a result."

—Traffic World, Sept. 1, 1997

## Hoffa on What Teamsters Want

"You want a union with a lot of money in the bank and a strong leader."

—James Hoffa Junior, Associated Press, Sept. 3, 1997

## Carey on Betrayal

"If there is a victim here, then I certainly am the victim. What went on is a complete betrayal of everything we stand for."

—Ron Carey on fundraising schemes, Sept. 23 press conference



## Building a Local Union Election Campaign

# How We've Laid a Foundation for Reform and Democracy in Our Local Union

**Rick Dade and Kathleen Henry**  
Giant Foods  
Local 730, Washington, D.C.

Our interest in trying to make a change in our local was sparked during a strike in 1996. Our workplace, Giant Foods, is represented by several Teamster locals. In December of 1996 our sister Local 639, representing the drivers, went on strike. Our local honored the picket line.

During the strike we discussed the need for union leadership on the picket lines. Claiming "it's not our strike," our local officers did little to support their own members on the picket lines. Along with Kevin Tester, another Local 730 member, we tried repeatedly to get our local to establish a strike coordinating committee. Finally we set it up ourselves.

It was on the picket line that we met Matt Latzo, a member of TDU from another local. Matt supported the strike by walking the picket line. Aware of our concerns about our local, he gave us copies of *Convoy Dispatch*. *Convoy* had an article about Running for Local Union Office that gave us some facts about what was involved. After years of frustration every time we tried to improve our local, we decided it was time to stand up.

Rick suggested having a political primary or convention within our local after the strike to select candidates for an opposition slate. We hoped this would consolidate all opposition into one slate and establish the groundwork for democracy.

We heard rumors about other potential candidates, and decided to get the ball rolling by announcing that we were running. We called a meeting at Rick's house and started the process of run-

ning an open, democratic campaign.

### Forming a Slate

Early on we campaigned for candidates as much as for votes. We wanted a well rounded slate that represented our local. We only knew about two other shops in our local. We went to their gates to talk to members and campaign. Then we invited everyone in the local to a meeting. Turnout was small but support was enthusiastic. More potential candidates stepped forward at our own workplace, but still no takers at Safeway or Eight O'Clock Coffee, two other shops.

We quickly learned that workers from all shops were eager to help the campaign, but few were willing to run. While we wished this were different, we felt we did the right thing by reaching out and giving every member the chance to be on the slate.

Before electing the final slate at our "primary convention," we agreed that those not chosen would continue to support the reform effort and not run a separate slate. We knew that two or three opposition slates would only divide our forces and give the incumbents a free ride back into office.

### Campaign Suggestion #1: Get Help and Advice from TDU

There are many details involved in running for office. The incumbents can use these details to their advantage. But we learned early that we could get solid advice from TDU. For example, we wouldn't have known that we could get a mail ballot election. TDU advised us to request a mail ballot vote from the IBT. TDU also gave us valuable advice about running a positive campaign driven by principles, not just mudslinging. We took this advice to heart and believe that our support comes from the members' growing confidence in these principles.

Another TDU suggestion was that we circulate a petition requesting that the local invite the IBT to assist with our contract talks (our contract expires this fall). The petition worked. It gave us a chance to talk to members and to show them we had ideas and strategies.

### Campaign Suggestion #2: Go to the Members

**Members are a resource.** As our campaign built momentum, more and more members came to us with ideas for the campaign and suggestions on how to run the local. TDU's advice was sound—going out to talk with the members is a must. It was awkward at first, going to plant gates at all hours, but now people are comfortable with it. Many shops have seen us more than they have ever seen their officers!

Member contact was especially important once the incumbents began spreading lies and slander. A good flyer is one way to address slander. The best way is to be out there, again and



Local 730 members running for office (left to right): Mark McLaughlin, Scott Saltmarsh, Gil Valeda, Kathleen Henry, Rick Dade, Kevin Tester and Barry Tolliver.

again, talking to members. We went back out, answered their questions and squashed whatever fears the incumbents had whipped up.

**Knowing where to go isn't all that easy.** We asked for a worksite list from the local, but they refused at first and only let us review the contracts recently. Even then, they refused to let us write down addresses. Asking for the list well in advance is the best idea.

Along the way we've filed numerous protests over the election. We try to keep the focus on campaigning, but the protests are also important. They have to be filed within 48 hours of the incident, so this can keep you busy. Keep them short and to the point and they won't take up much time.

### Campaign Suggestion #3: Stress Your Positive Experience

The incumbents have tried to scare members from supporting us by insinuating that we don't have the experience needed to run the local. This can be overcome, but you've got to take it seriously. Here are a few things we've done to deal with this problem:

- **Investigate local union finances.** We got the LM2 financial reports for the local and documents from the benefit funds. This information helped us address the experience issue by showing members that we are knowledgeable about local union finances.
- **Highlight bad experiences under the incumbents.** We asked members:

"How do you like the 'experience' you have now under the incumbents?" We put out a flyer focusing on the many bad experiences Local 730 have had with the current leadership.

- **Show members that we know where to get assistance.** Through TDU we've gotten invaluable information. We've also reached out to the International union, to the Department of Labor and other agencies. This showed members that we know how to get things done, that we know how to work the system.

### Every Reform Campaign Is a Winner

We won't know the results of our election until late October. In the meantime, we will be campaigning hard to turn supporters into voters. We have an excellent shot at winning. The key now is translating member dissatisfaction into member action.

No matter what, our local has changed, because many of our members have changed. We're more informed and more confident. We're better organized around our contract negotiations. The incumbents know it and the companies know it.

From the start of our campaign, we've worked hard to lay a foundation for democracy and membership trust in our local. This foundation will be invaluable when we continue the hard—but rewarding—work of rebuilding our union after the election campaign.



### We'll Be There

**Johnnie Gomez & Bruce Toolen**  
Local 277, 4-C Foods, A&P  
Great Neck, New York

Before joining TDU we were in the dark. Now TDU is helping us get our local back on track. There is no way we will miss the TDU Convention. We'll be there for the workshops and the information. We'll be there because TDU is the greatest. We'll be there because we know, even though this will be our first convention, that the spirit and solidarity have got to be terrific. See you there!

## New England UPSers Get \$3,000 30-and-out Pension

The New England Teamster Pension Plan has come across with the benefits that UPS workers deserve. As of Oct. 1, UPS Teamsters can get a 30-and-out of \$3,000, with an extra \$100 for each additional year up to 35.

Twenty-five-and-out benefits are \$2,000, and 25-at-age-60 benefits are \$2,500. Both have an extra \$100 for

each additional year of service.

UPS Teamsters in New England, like in the Central States Fund, have pressured the fund for increases for some time. Even after the recent UPS settlement, it was not completely clear what the fund would do. Congratulations to the rank and file for their solidarity and persistence.



# LETTERS FROM OUR MEMBERS

## Should We Trust Hoffa Junior?

Some 20 years ago a small group of dissident Teamsters formed Teamsters for a Democratic Union in a move to reform a union they were no longer proud of. Why? Because all their union leaders were ending up in jail for their ties to the mob. The name Hoffa was closely associated with the mob.

Finally a break came for the union when the government could no longer ignore the crime-infected Teamsters and the Consent Decree gave Teamsters the right to vote.

Another break came when a local union president — Ron Carey of New York Local 804, an honest, hard working Teamster loved and respected by his members — decided to run for president of the Teamsters union and won.

Carey and his slate walked into a nightmare of the old guard (Hoffa, Fitzsimmons, Williams and Presser). A majority of local unions were still controlled by the old regime and they did — and continue to do — everything in their power to keep their hands on

the millions of dollars they made and misused from your dues.

How are they going to do this? Hoffa Junior. He is promising to bring the union back to its glory and strength and is attempting to portray Carey as one of the old guard. Just remember, under the old guard's leadership union membership dropped from 2 to 1.4 million. Under Carey it is beginning to grow again.

I don't know Hoffa and I try not to judge; I leave that to a higher power. But I heard Hoffa Junior tell what I know were two lies about Ron Carey to an NBC Meet the Press interviewer. What does this tell me about him? It tells me he will lie about another human being on national television. Should I trust him? Should you trust him? I don't think so.

**Mary Allan**  
Teamster spouse, retired  
Los Angeles

## Central Pa. Pension Fund Awaits Reform

In regards to your article "A Pension Victory for All Teamsters" in the September issue of *Convoy*, I say show us an increase in the Central Pennsylvania Teamster Pension Fund benefits. This is the second contract negotiated by Ron Carey where we have been had on pension improvements. He promised to assist us with pension reform back in 1991, and we still await his help.

The Central States fund has had good benefits for many years. Let it alone and report on the bad funds. Channel your efforts where they are really needed.

**Ron Kunz**  
Local 776, UPS  
Harrisburg, Pa.

**Editor's Note:** Benefits paid by the various pension funds covering UPS Teamsters are determined by the employer and union trustees of each fund, not by Ron Carey or the International union. Benefits paid by most of the funds match or beat the Central States fund benefits, but those for older Teamsters in the Central Pennsylvania fund lag far behind. The trustees of that fund have been urged and petitioned to deal with this problem. Apparently more pressure is needed.

## Labor Day Parade Shunned by Media

My family and I proudly marched alongside Ron Carey in the New York City Labor Day parade. When we returned home we turned on the news to find out what the rest of the parade looked like, only to be disappointed with three seconds worth of coverage. It was a media non-event, despite the hundreds, maybe thousands, of everyday people who participated.

My wife explained to our children

that the news media control what we hear, see and read. They determine what is important and what influences our decisions. We wondered if the recent public support for the UPS strike influenced the decision makers of the big networks to squash our loud chants of "Team-sters" and "Ca-rey." Were they nervous that the Teamsters and their families echoed the sentiments of mainstream America?

This year's parade was my family's first, but it will not be our last, as long as Ron Carey is still leading it.

**Steven Gundlach**  
Local 804, UPS  
New York

## Rank and File Perspective on UPS Contract

My full-time job is driving a truck for UPS. But on Aug. 4, different things started to happen. The Teamsters went on strike. I wasn't delivering parcels. Life took a sharp turn down an unfamiliar road.

It was a time of uncertainty for a lot of us. We had the feeling we had to hold the line. But we had no idea how long or with what outcome.

Then suddenly we had a tentative agreement. Out of nowhere I was asked if I wanted to go to Washington, D.C., (for the contract review meeting) as the second of two people from my local. There were a lot of people in Washington. For most of them it was no big deal. I've wondered about these meetings over the years. Now I've been to one and thought others might be interested.

In the lobby of the hotel there were a bunch of Teamsters. It was a lot like Teamsters anywhere waiting for a meeting. People standing around. They could all have been waiting to present their grievance at a panel. Many in their shirt sleeves, some wearing sport jackets, a suit here and there. Except these weren't just members. These guys were mostly officers at the local or joint council level.

The guy with me noted that the makeup of the people at these meetings has changed. There aren't many old guys left. There are a lot of younger faces among the union officers. Things are changing in the Teamsters if for no other reason than because the people are changing. Some of that is a shame because some of the older guys had a lot of knowledge and experience to offer. But on balance it seemed the older guys weren't predisposed to help anyone very much. Specially when it came to sharing the knowledge. So the changes in people at the top is a good thing.

About 7:30 p.m. Ron Carey and Ken Hall came in and were received with applause. Carey made a short speech about the importance of member involvement. Ken Hall led a review of the proposed agreement. When I got my copy it was hot. This

was all happening so fast the proposal was literally hot off the presses.

It soon became apparent that this was in fact a good agreement. All of the objectionable things in the 160-page UPS last, best and final offer were gone. A lot of new good stuff was in.

There was a sense of accomplishment in the air. There was a sense the Teamsters had finally taken on UPS and the Teamsters had won.

I talked to some of the Western Pennsylvania union negotiators. It was nice we could talk, but I didn't have the feeling we had much common ground. Maybe some day some rank and file member will be involved with negotiations in western Pennsylvania.

Afterwards I thought about the rank and file members on the negotiating committee. They were not up in front with Carey and Hall, but somewhere back in the crowd. I wonder what it would be like to go from a feeder or a preload to the national committee. These rank and filers will go back to their hourly jobs. One day they're at the top and the next they're another member. Will they take the time to tell the rest of us what it's like?

**John Moroney**  
Local 261, UPS  
New Castle, Pa.

## TDU Meets

**BAY AREA TDU**  
Saturday, Nov. 15  
10 a.m.  
For information call (707) 426-5310

**HOUSTON**  
Saturday, Oct. 4  
10 a.m.  
OCAW Hall  
311 Pasadena Blvd.  
Pasadena, Texas

**INDIANAPOLIS**  
Saturday, Oct. 4  
10 a.m.  
Waterfront Plaza Best Western  
2930 Waterfront West  
Off I-465, Speedway, Clermont exit

**MILWAUKEE**  
Saturday, Oct. 11  
10:30 a.m.  
Shipwrecked  
6001 W. Madison

**NEW ORLEANS**  
Saturday, Oct. 11  
10:30 a.m.  
4758 Argonne St., Metairie, La.

**SOUTHERN CALIFORNIA**  
Sunday, Oct. 5  
10 a.m.  
VFW Hall  
101 S. Main St.  
Pomona, Calif.  
For information call (310) 694-5831 or (619) 951-4949



## I'll Be There

**John T. Olson**  
Local 174, Associated Grocers  
Seattle

The hard-won victory in the UPS strike has shown once again that solidarity amongst the rank and file, together with strong, honest leadership, is a winning combination. Greedy corporations take note! Freight, grocery and other contracts are coming up soon in your neighborhood. We know the road won't be easy, but we've got a good map.

It was an incredible experience to attend my first TDU Convention in St. Louis last year. I got a chance to meet with many people who have led the fight to make the Teamsters a union that we can all be proud of. These are people who have truly walked the walk to make our union live up to its potential.



# Nov. 21-23, Cleveland

## TDU Rank & File Convention

### THE TDU RANK & FILE CONVENTION

is the most important Teamster meeting of the year. What happens at a TDU Convention?

- ◆ The most active, involved Teamsters from across the continent come together to share ideas and to make plans for the coming year.
- ◆ This year's convention will come at the height of the International election. Members will meet with candidates, and share plans to get out the vote and win the election.
- ◆ An important part of every convention is educational workshops. This year's topics will cover building contract campaigns, organizing, getting out the vote, winning grievances, changing your local, and more. The convention also features meetings by craft and industry to share information and plan national strategies.
- ◆ What happens at a TDU Convention? Join us and find out!

### ACCOMODATIONS

If you haven't seen Cleveland lately, you could be in for a surprise. Downtown Cleveland has come alive, and the Sheraton Cleveland City Centre is in the heart of it. Shopping, the Flats entertainment district, restaurants and the Rock and Roll Hall of Fame are all just blocks away.

The hotel features two restaurants (see registration form for meals included in registration) and access to downtown health clubs. Rooms have two phones, computer hookup, and desks.

All convention events will take place in the hotel. Use the form at right to register for the convention and reserve your room at our special group rate.

*Cleveland is the host city to the 1997 national TDU Convention. The convention provides a meeting place for a network of Teamsters who share a common vision for workplace equality. The TDU Convention is successful because it is about Teamsters uniting and networking to help each other.*

*Workshops at this convention will provide us with the knowledge and skills to attain fair pay, family-friendly policies, benefits for part-time work, a safe place to work, and a workplace free from all forms of discrimination and harassment.*

*Brothers and sisters, together we can make it happen. But only if you are there. Attend this convention and gain the power and knowledge to make a difference. The Teamsters of North America need you!*

—Lillian Morisky, Local 407, UPS, Cleveland



### TDU RANK & FILE CONVENTION, Nov. 21-23

#### REGISTER NOW!

Postmark your registration no later than Oct. 31 and receive \$10 discount (\$5 for one day). See below for travel discounts that may also apply.

#### CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

#### HOUSING

Reserve rooms through TDU at special group rate. All rooms \$75 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

#### MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

#### DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

#### CREDIT CARD PAYMENT

Visa/MC # \_\_\_\_\_

Exp. date \_\_\_\_/\_\_\_\_/\_\_\_\_

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name \_\_\_\_\_ Local \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Company \_\_\_\_\_

If registering for others please include same info.

# of people

Fri., Sat. & Sun. \$150 x \_\_\_\_\_

Sat. & Sun. 120 x \_\_\_\_\_

Sat. only 90 x \_\_\_\_\_

Total Registration Cost = \_\_\_\_\_

\_\_\_\_\_ single room

\_\_\_\_\_ double room with \_\_\_\_\_

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

# of nights x \$75 = Housing Cost = \_\_\_\_\_

☐ \$35 - one-year membership

☐ \$85 - three-year membership

☐ \$20 - spouses, retirees and Teamsters grossing under \$17,000

Membership Cost = \_\_\_\_\_

TOTAL COST = \_\_\_\_\_

\_\_\_\_\_ \$10 if postmarked by Oct. 31 (\$5 if one day)

\_\_\_\_\_ \$10 travel over 500 miles one way

\_\_\_\_\_ \$20 travel over 800 miles one way

Total Discount = \_\_\_\_\_

Cost minus discounts = \_\_\_\_\_

AMOUNT ENCLOSED = \_\_\_\_\_

BALANCE DUE = \_\_\_\_\_

Return to: TDU, Box 10128, Detroit, Mich. 48210